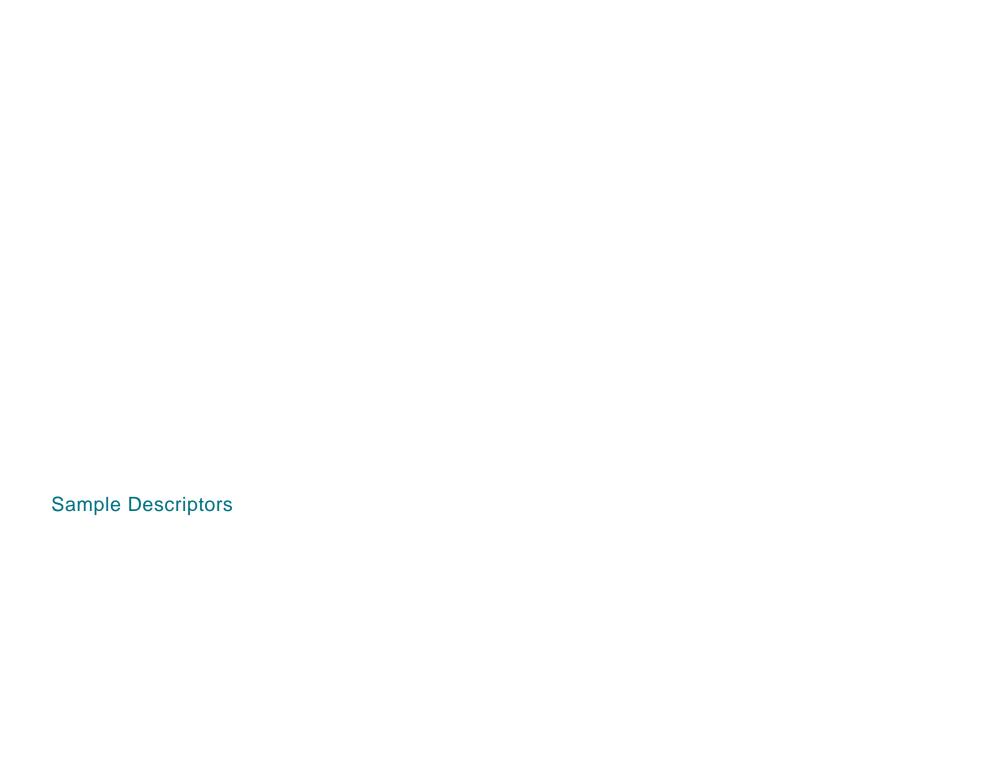# Leadership
Capabilities

STUDENT FOCUS

Definition

We all have a role to play in promoting and supporting students - directly or indirectly - contributing to their success, education and transition as they build their path to the future.

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Sample Descriptors

- Be a catalyst for success
- Consider the impact on students when making decisions
- Create a collaborative culture within and outside the classroom
- Hold instructors and students capable
- Model professionalism

Sample Descriptors

FOSTER & NURTURE RELATIONSHIPS

Definition

Fostering and nurturing relationships is at the core of everything we do. Successful workplace relationships take time to develop and include building trust, engagement and collaboration.

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Sample Descriptors

- Acknowledge that sustainable relationships are built on trust
- Be authentic
- Be present; listen, observe
- Build con dence
- Care about the whole person
- Learn from colleagues
- Look for and nd strengths in others
- Maintain con dentiality
- Take time to build relationships
- Work as a team

Sample Descriptors

- Acknowledge and value employee contribution
- Be receptive to requests for personal growth and professional development
- Consider diverse opinions and approaches
- Create opportunities for others to share and integrate ideas, and new knowledge
- Demonstrate trust and con dence in others
- Enable others to make choices and be accountable
- Inform others how their work contributes to the success of the college
- Lead by example
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CREATE TIME & SPACE

Definition

To be at our best and achieve organizational goals, we need both time and space. Time and space as a unitary concept promotes opportunities to listen, plan, think, create, innovate and develop relationships.

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Sample Descriptors

- Create concepts and opportunities
- Develop trust and relationships
- Encourage and promote innovation
- Listen intentionally
- Plan strategically, operationally and tactically
- Think in order to process and make informed decisions

Employee Journey